

2007-2008 PERFORMANCE PLAN – CHIEF ACTUARY (R. Seeling)

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
20%	Actuarial Service Level Expectations	<ul style="list-style-type: none"> For public agencies, complete all contract amendment cost analyses that do not require participant data changes within an average of 30 days. For State and Schools, complete all legislative cost analyses within the periods required by GOVA. Complete all Option 4 and subrogation requests within time periods established by the service level agreement with the Benefits branch. By October 31, 2007, mail 100% of all public agency 6/30/2006 annual actuarial valuation reports containing employer rates for the fiscal year 2007-08. By April 30, 2008, complete the annual actuarial valuations for the 1959 Survivor program, the Volunteer Firefighters Length of Service Award System, the Legislators Retirement System, and the Judges Retirement Systems I and II. By April 30, 2008, complete the calculation of the State employer contribution rates for the fiscal year 2007-2008. By April 30, 2008, complete the calculation of the School employer contribution rate for the fiscal year 2007-2008. 	From schedule
20%	CalPERS response to GASB 43 and 45 – retiree medical costs	Placeholder for work to be done on GASB 43 and 45 as a result of Phase 3 of the current plan, i.e. actions in response to Board direction based upon the report to the Board on the next steps (such as bringing actuarial work in house).	
20%	CalPERS Enterprise-wide projects	Placeholder for CalPERS-wide projects that come out of CalPERS business plan and budget approved for fiscal 2007-08.	
15%	Pension System Resumption	Continue as co-Executive sponsor of this project to ensure that the following objectives are completed. Placeholder for milestones for the project during 2007-08.	
15%	CalPERS Educational Forum	By October 31, 2007, complete the 2007 Educational Forum and obtain an average satisfaction rating of 4.0 or higher on a scale of 1 to 5 of all completed attendee evaluations.	
10%	Special Projects	Complete all unplanned tasks assigned by the Board or the Chief Executive Officer by the deadlines assigned.	
100%	Total	Qualitative Measures	